

MEDICAL LEAVES

The board maintains a medical leave plan for full-time employees and employees who work a minimum of 50%, but less than 100% of the hours required of the full-time position.

Editor's Note

See also division regulation R5-38 Medical Leaves.

See also school board policy 5-38.1 Sick Leave Bank and its implementing regulation, R5-38.1.

See also school board policy 5-39 Terminal Pay for Unused Sick Leave.

Legal Reference:

Title VII of the Civil Rights Act of 1964 as amended by Public Law 95-555 approved October 31, 1978..." (k) the terms 'because of sex' or 'on the basis of sex' include, but are limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; the women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and nothing in section 703(h) of this title shall be interpreted to permit otherwise..." (1978)

Family and Medical Leave Act of 1993. "Subject to section 103, an eligible employee shall be entitled to a total of 12 workweeks of leave during any 12-month period for one or more of the following: (a) Because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (b) Because of the placement of a son or daughter with the employee for adoption or foster care; (c) In order to care for the spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent has a serious health condition; (d) Because of a serious health condition that makes the employee unable to perform the functions of the position of such employee."

Predecessor 5-47:

Adopted by the School Board: September 14, 1993

Integrated with 5-38 and Eliminated as 5-47: May 27, 2003

5-38:

Adopted by the School Board: June 27, 1989

Amended by the School Board: June 9, 1992

Amended by the School Board: October 10, 1995

Amended by the School Board: August 26, 1997

Amended by the School Board: May 27, 2003